

WORDS & VISION

UCFV Faculty & Staff Association Newsletter

Vol. 6 No.2

October 1998

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From the Editor

Does The Cheese Stand Alone?— or, I ain't no Limburger

That's right, this is the only institution of medium-high learning in the province to turn down the option of a strike. The others voted 65-80% in favour, quite the opposite of our ballot. So, if you had any doubts about our distinct identity, rest easy.

BC-wide, we college and uni-college types are *all* concerned about the crucial non-money issues, like regularization. But what makes UCFV so divertingly different? It could have something to do with our unique F&S Association. Or maybe

we Valley folk are simply more spiritual — selflessly dedicated to serving this educational Shangri-la and all its students (thanks, perhaps, to the mind-altering agri-chemicals that seep into the water table 'round here?).

As far as money goes, personally I've been giddy as a gadfly imagining the impact of that promised 0/0/2 raise down the road. Even with inflation and income tax, that will still probably add up to \$20 extra per year. Maybe I'll be able to give up busking at the Liquor Store on weekends, and postpone selling a kidney to pay for my spiraling Geritol habit.



Stop The Presses!

Last minute, beyond the deadline, at 4:30 in the surreal a.m., amid a litter of blood-stained towels, empty booze bottles, and cattle prods, a strike was averted. (At least, that's how my fevered imagination limns what goes down in these late-night endurance negotiations.)

Now, what to do with that rough n' tumble outfit I bought at Value Village for the picket line I

expected to grace — steel-toed work boots, black leather jacket, balaclava — all selected for a less effete academic look on camera. Oh well, anyone having a Halloween bash? I'd be happy to come as, you know, a tough union honcho with loads of attitude.

Loneliness of the Long-Distance Communicator

Speaking of news, recently Carnegie Mellon U's Human-Computer Interaction Institute made some — by revealing the results of a psychology study that determined that regular Internetters experience *increased* levels of depression and isolation when reaching out to others for chat, e-mail, etc. The research was funded by industry heavies like Hewlett-Packard, Digital, etc., who were not amused by the findings.

I asked my own fairly info-techy students how they felt about this revelation; generally they agreed to being lonesome pilgrims on the contentful though chaotic infobahn

Words & Vision is the newsletter of the University College of the Fraser Valley Faculty and Staff Association.

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Contributions and ideas are welcomed from all FSA members.

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of life, though they were less sure about why. All this time I'd thought they were busily building a bold new cybersociety out in the ether; but, no, they are just as bemused by the technology as everyone else.

Anyway, predictable suspects are being rounded up to explain the paradox of 'better communication = greater isolation': for example, *real* communication is more than mere messaging; can't hug a cyberpal; Net relationships with strangers are by nature fleeting and shallow; etc. Moreover, the unfortunate alienated individuals studied by Carnegie may have been pre-disposed to loneliness; why else would they be e-mailing so frenetically in the first place?

The answer, then, is *less*, not more communication — or is it? Perhaps there's just too much C.R.A.P. out there (i.e., 'Completely Ridiculous And Puerile' stuff), all conspiring to suggest that personkind may not, after all, be the pinnacle of creation — less than joyful news. And the www certainly can be alienating, in both its incarnations: whether you experience it as an immense Borgesian Meta-Library, in which you never find exactly what you are looking for, or as a limitless Mega-Mall, wherein you *can* get whatever you want (and so much more) yet still leave unfulfilled.

More to the point, though, the www is the biggest Personals Column on the planet, and therein lies the bag of rubber hammers. I'm not referring to the explicit porn and date outlets — which I never scan, nor even accidentally hit in my chaste scholarly browsings — or to the growing legion of webcam sites with their *vin ordinaire* celebs (mostly female: e.g., Jenny) for whom thousands of surfers are glad to pay \$12.95 per month. No, I mean the forums you sometimes skim in cybertravel that

offer up bevvies of single Korean students looking out for love, widowed Ukrainian moms seeking husbands, Nigerians searching for non-Third World soul mates, and so on — all written in a cracked and broken English that makes the barrage even more poignant. Then there are the millions of individual websites with their info-portraits of people from every crock of life, each ending with a plaintive cry: *please* e-mail a response, at least a quick 'Hello' of recognition ... of humanization?

All of which reminds me of a student who proudly showed me his own personal website not long ago. It is, indeed, cool. He said he'd had 1539 hits so far. I asked how many left a message. He answered matter-of-factly: "Oh, none." What, then, is the point, I wondered, not aloud.

Online bottom-line? The crush of universal loneliness *is* appalling with its in-your-face magnitude and mushrooming multiplicity. Many self-advertisers on the Net also display photos, making it all the more difficult to not be affected. Like the old song: "all the lonely people/ where do they all belong?" Well, now we know. An universe of misery instantly and always available at your fingertips — you come away from the computer with that sinking feeling that opposed to the conveniences of the Net is the realization that our relationship with this intimate new technology is not straightforwardly master/servant but instead Frankensteinian, in a peculiarly ironic way.

Not Home Alone

What sad surfers like me need is a lobotomy — whoops! mis-spoke myself — no, I mean a *copy* of the forthcoming report from

Michael Argyle, emeritus Reader in Happiness at Oxford. In an apparently lengthy and thorough study, one of the 'significant' discoveries he has made is that people who watch soap operas are happier than those who don't (while voracious, indiscriminate viewers are *really* bummed out). Speculation is that sudsers have a rich foamy world of "imaginary friends" — and *that's* the secret of happiness.

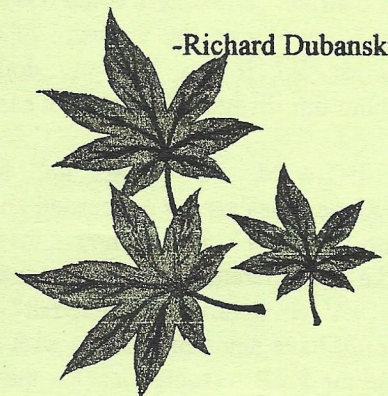
You bet I'm switching — from Pop Up Video to Coronation Street — *and* I've got a bead on a proposal for a UCFV Reader post in, well, let's start modestly, howabout 'Amiability'.

Last Word/Lost Wor(l)d?

Vis last issue and NODEs of diction, to which there has been a spirited response: All really *is* lost, so head for the hills. I've just read that Microsoft is coming out with its own universal English dictionary, which, I'm sure, will do for language what Bill Gates has already done for (to?) electronic communication.

This new dictionary will, by the by, completely ignore Canadian usage — while acknowledging smaller, presumably more colourful, constituencies, like Australia. Oh well, s'cuse me while I crack this twenty-sixer, flop down on the chesterfield, and slug back some rum n' coke, eh?

-Richard Dubanski



Letters to Editor

Dear Editor:

I would like to thank Richard for the stimulating editorials. I like the way she writes.

Paying attention in the east,

-Kathy Davis

Ed.: I bow and/or curtsy to the wisdom of the East...

Dear FSA:

To my friends and colleagues in the Faculty & Staff Association, I would like to extend my heartfelt thank-you for the very generous cheque. As I had asked to have no retirement recognition, this came as a total shock. I plan on putting it towards a new set of golf clubs. I will think of you all often and warmly when I am out chasing that little white ball around the golf course. Many thanks to each of you; your thoughtfulness was greatly appreciated. Many, many thanks.

-Meryl Walterhouse

President's Report

Ed.: The following was composed prior to the agreement reached on Oct. 23.

Provincial Negotiations and the Strike Vote Aftermath

As I write this column, the provincial bargaining table has been meeting days, evenings, and through the weekend in an effort to reach an agreement before strike action is taken by the college unions that voted

'yes' in the strike vote taken earlier this month. At this point, it is difficult to say whether an agreement will be found within the next day or so, or whether the colleges and university colleges will find themselves behind picket lines. Although the two sides have settled many issues, at least one significant item — regularization — is still presenting difficulties.

Members of the FSA voted to reject a strike, with about 60% of those who cast ballots voting 'no'. As you are aware, we were the only union of the partners at the provincial table to vote 'no', which means that we will not be taking job action, should that become the strategy of the Provincial Bargaining Council. Martin Silverstein continues to represent the FSA at these provincial negotiations with me as an alternate representative, and any tentative agreement reached there will be brought to FSA members for ratification at the same time as the tentative agreement on our local contract issues (still to be negotiated).

I have been asked by several people what the FSA's 'no' vote means: what message were members sending, and to whom was the message being sent? My answer is that it would be a mistake to interpret the membership's response as one single message. After participating in six of the seven information sessions that the FSA held on the strike vote issue (Bev Lowen set the record by making it to all seven), I came to the conclusion that there were a variety of reasons why members might vote 'no'. Some members voiced the very practical concern that they could not afford to lose even a day's pay, much less the

income they would lose if there was a prolonged strike. Other members said that no matter how important the issues or how good the cause, they could not, in good conscience, jeopardize the education of their students. Members at several sessions expressed the view that although they understood the strategy behind taking a strike vote, and might under some circumstances support that strategy by voting 'yes', they felt that it was the wrong strategy at this time for a variety of reasons: some argued that in a wage-control climate of 0-0-2%, it was not the right time to call for a strike; others felt that the unions should give the talks more time; some felt that there were no strikeable issues on the table. Some were concerned that taking job action would jeopardize the generally positive and cordial working relationship the FSA has had with UCFV's administration. And, although I do not believe that anyone gave voice to this sentiment, I have to assume that members opposed to the FSA's participation in province-wide contract talks in the first place would also be inclined to oppose the coordinated job action designed to drive those talks.

The more important question is—where to from here? The FSA will stay at the central table until this agreement is reached, but we do need to ask ourselves, as a union, what we intend to do in future contract negotiations.

Strategic Planning

The Strategic Planning process developed by UCFV's new President, Skip Bassford, and endorsed by the UCFV Board, is now underway. The Coordinating Committee has been struck and includes Ernest Kroeker as the FSA representative;

there will be FSA reps on the working groups as well:

- **Programme Mix & Delivery:**
Gloria Wolfson, Moira Gutteridge
- **Multi-Campus Commitments:**
Gloria Borrows
- **Academic Support Services:**
Bev Lowen, Craig Toews
- **Student Life:**
Robin Anderson
- **Scholarship & Faculty Support:**
David Morosan
- **Community Relationships:**
Kim Isaac, Catherine McDonald

These FSA Executive members have volunteered for working groups that address areas of interest to them, and in addition to providing general input and effort they will work to ensure that any issues that arise regarding working conditions, labour relations and Collective Agreement matters are highlighted and addressed.

-Kim Isaac



Faculty Grievance Report

Grievances Ongoing

1. Policy grievance regarding failure to cluster faculty work. The FSA put forward a policy grievance to the president citing the inconsistent application of Article 13.1(a). This article obliges UCFV to create Regular Part-time contracts greater than half-time (RPT>50%) wherever possible. The grievance was heard on Sept. 28. Discussions continued on Oct. 14. A third meeting is scheduled for late October. The employer seems to agree that we need a more consistent mechanism for converting part-time work to ongoing contracts. Information collected shows that some departments have barely half their work performed by "B" contract holders. The FSA would like to have targets set for departments with large numbers of unclustered course sections to have these sections converted to more permanent positions.

2. Failure to cluster work: Article 13.1(a). This grievance is complicated because it arose in a department/program area where there is more than one program. To what extent should part-time instructors, especially those greater than half-time (RPT>50%) be given preference for work that exists in their department, but outside their usual program of instruction? The FSA is awaiting a response.

Grievances Resolved

3. Failure to consider qualifications and seniority. A member approached the FSA after hearing that

an SAC had recommended another candidate. The FSA argued that the member's experience serving in a higher capacity, and the member's nearly completed education, had not been given adequate consideration by the SAC. Grievance was upheld.

4. Discipline improperly imposed. An unclear supervisory structure, combined with unclear roles for the supervisor and other workers led to a disciplinary action being taken by the supervisor, without proper process. Grievance was resolved at Step One. Discipline was withdrawn. Supervisory structure was clarified and co-workers agreed to consult with dean if new confusions arise.

Selected questions raised, but not (yet?) brought to grievance — feedback and opinions are especially welcome.

1. A SAC for an academic position has asked to modify the SAC rules to allow outside experts to witness and evaluate candidates' responses to questions about their special areas of expertise. No mechanism exists in the SAC procedure to employ outside consultants, unless they are management appointees who evaluate all candidates and sit as members of the SAC. The proposal is to have different experts evaluate candidates of different specializations. Discussions will ensue, perhaps with a proposal to alter the SAC rules.

2. What does it mean that we are without a contract? Answer: On one hand, the employer and the union are bound to honour the conditions of employment provided in the previous Collective Agreement, except for specific sunset clauses. On the other hand, since we are without a current contract, the employer is not obliged to employ us at all. This

means that UCFV can legally lock us out anytime (May 1, for example), or demand wage concessions for future employment. So, if we are still without a contract by the time the government changes or decides to make a political statement ...

3. What if there are three candidates to represent FSA members on a SAC, but there are only two positions and the chair asks me to withdraw my name to avoid an election? Answer: Refuse! There is meant to be an election in cases like this, and if Management wants to expedite the process in a fair manner, they can allow three FSA members to sit on the SAC. In any case, you should not withdraw from SAC duty unless *you* are the person wanting/needing to do so.

-David Morosan



Staff Grievance Report

The Strike Vote

Well, there's nothing like starting out a new year with a highly contentious issue! Most of the recent strike vote forums were well attended, highly charged, and interesting, to say the least. Holding seven forums over three days enabled us to reach far more members than we ordinarily do in a general meeting. 218 members

attended the forums, which, as far as I know, is a record. Usually the only way we can get our members to attend information sessions is to offer a free lunch! We also had a record number of members vote; over 450 ballots were counted.

Although we FSA bargainers were unable to convince the majority of our members to vote for job action, the rest of our provincial partner bargaining locals did come in with a strong 'yes' mandate. Just the threat of the strike vote dramatically changed the tone of bargaining. Whereas last spring the employers were dragging their feet and virtually nothing was being discussed, let alone settled, talks as of the middle of September were starting to take off and some of the major issues were being addressed. Negotiations slowed down at the end of September again as the employers played a 'wait and see' game. Obviously a 'no' vote would have sent a clear message that the participating locals were not behind their bargainers, which in turn would have placed the employers in a good position to offer us very little. Fortunately, that was not the case. The 'yes' vote forced the employers to get down to some serious bargaining.

Again, negotiations bogged down in the second week of October, when the issues on the table were the critical ones: salaries, job security, and fairness for non-regulars. In response the Union Bargaining Council recommended that the participating locals issue a 72 hour strike notice — which means that job action can be taken any time after the end of the 72 hour period. Strike notice was served at 1:00 pm on October 15. Since then negotiations have been continuous with talks going from

morning to well into the night. Unfortunately though, little is being settled. As of this writing, job action will be taken by our partner bargainers at 6:00 am October 23. We hope, of course, that the threat of withdrawing services will spur the employers to offer an acceptable resolution.

The Grievances

We have an unusual situation in which two grievances that were initiated last summer are still to be resolved. Both grievances, one representing an individual, and the other representing several members of a department, involve an improper job classification (Article 21.5(d)). Although it is not uncommon for a grievance to go over the time lines that are stipulated in the Collective Agreement (Article 7), these ones are taking far longer than usual because there are so many people involved. With annual vacations, members on sick leave, departments busy because it is the beginning of term, and Barry away at central bargaining, there has not been an opportunity for everyone to get together to resolve these issues.

At the moment we have a grievance at Step One involving two issues: 1) UCFV's failure to appoint an internal candidate to a position, which the FSA argues the candidate is qualified for (Articles 4.2(a)(c) and (d), 13.1(c) and 14.4(a)). Instead, UCFV wants to appoint an external candidate. 2) UCFV's failure to fairly compensate that same member for assuming the major duties, for a period of two years, of a more senior position (Article 21.1(b)). Instead, the member was paid an additional 10% of his pay group for 'Acting in a Higher Capacity'.

Another grievance, still at the informal stage, is over workload (Articles 19.1 and 1.1[a]). A department member was cut back to half time, yet the workload increased dramatically, causing an unmanageable situation for certain members of the department.

The Issues

The many issues raised in the above-mentioned grievances are serious, and whatever the outcomes, could be precedent setting.

To my knowledge, job descriptions have not been grieved in the past, although the Collective Agreement has allowed it. It seems that taking the grievance route is the only way some staff have of being recognized and fairly compensated for the work that they do.

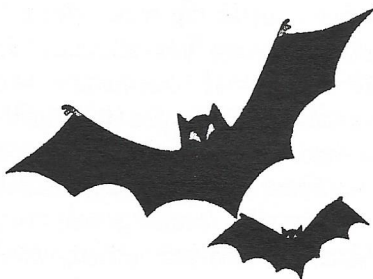
The first part of the Step One grievance begs the age-old UCFV question: do we have a career ladder or don't we have a career ladder — which is it? To me it looks like we have a career ladder for some, but not for others.

As to the compensation issue—taking on the responsibilities of a higher rated position — the Collective Agreement clearly states, Article 21.2(b), If the major responsibilities of the higher rated position are assigned to the employee, the rules of promotion will apply in determining the rate of pay. Also, the FSA is arguing that the additional 10% for acting in a higher capacity clause was meant to cover short periods of time — a few weeks to a few months — not two years.

The informal stage workload grievance is an interesting one because overworked understaffed departments are common at UCFV —

good examples are CATS, Shipping, Janitorial Services, and Admissions and Records. It may be that our successful transition from a college to a university college has been accomplished at the expense of staff.

-Bev Lowen



JPDC Report

Steering Committee Representation

Isn't it always the way? Just when you think you've alleviated a huge stress in your life, you get hit by a MACK truck. Well, it has happened to me. I was really enjoying the fall weather out in Deroche. Every morning, I would go out and sing a long hymn of praise while facing east — in celebration of the fact that I was no longer Head of the Joint Biology/Chemistry department(s).

Little did I suspect the hazard lumbering up the mountain. I was about to become the FSA exec rep on the Strategic Plan Steering Committee (I think that's what they call us). What do I know about Strategic Plans? Steering and committees I have done before, but

planning strategically? I admit the task does not come naturally to me, nor did I actively lobby for the position.

I suspect that a large portion of our membership feels much the same way I do about the whole process of strategic planning. We have become weary of late with all this proposal writing, self-definition, and peering into our collective and foggy crystal balls. Some might even accuse us of obsessive navel gazing. And for what, you might ask? Often as I have been hunched over the photocopier making yet another set of 13 copies for PAC or UCC or DPRC, I have met fellow victims engaged in similar pursuits. We look at each other, smile knowingly, as if to say, "you've got to keep trying, or the others will win by default."

Our committee met last week for the first time. I must say that for me it was both interesting and informative. I learned some things about strategic planning that I didn't know.

While we were fine-tuning the categories for the working groups, I raised the possibility of perhaps discussing the process by which we make policy in our institution. Another overly-zealous member even suggested we might discuss the whole administrative structure of our institution.

Fortunately, there are some pretty sharp heads on our committee and they quickly informed us that we were off the track. In fact we had even left the arena. You don't discuss these sorts of things during strategic planning. Form follows function. First you get your mission statement, define who you are, and plan where it is you want to go.

THEN you can you can talk about how to get to where you are going.

Seems to make sense — in theory. I just thought that in practice things might be more closely related. Like you know, if you have a team of horses, maybe even a really good team, you might want to go off in a different direction than if you have one of those new VW beetles. I decided THAT idea might be too radical for our committee, so I kept it to myself. They explained to me that it was essential that we define ourselves. I guess that is when we will find out what it is that we have and don't have.

One feature of the planned process that I found particularly interesting comes from what I would call the 'firm' resolve of the steering committee to make this a 'no-holds-barred' discussion. A kind of extreme mud-wrestling contest, if you will. We will be allowed to discuss not only what we are and what we do well, but also what we are not, and what we are not to be, and what we don't do well, and what we should just leave already. That I think will be VERY interesting.

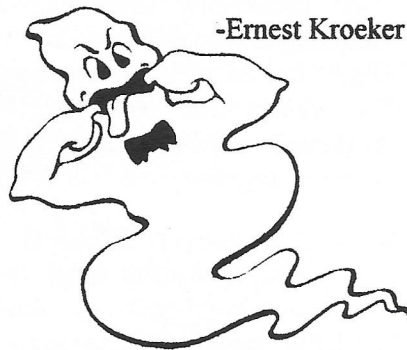
For example, we can suggest that perhaps the physicists should just forget about all that Newtonian stuff and start smashing some atoms for a change. Or the fine arts group: we can politely allude to the fact that we grow weary of articles discovered at the local dump carefully glued together in odd juxtaposition, and request that they do some nice wall murals on the burgeoning number of campus buildings. Like that huge curved glass wall on the library building with nothing on it.

Well, I hope you get my drift on this one. I also hope that I have piqued your curiosity (as well as a

few other parts of your inner psyche) to the point where you can perhaps overcome some of the lethargy and resignation toward strategic planning that I know many of you feel.

Hey, maybe you would even like to get involved with one of the working groups.

See you all at the photocopier.



Old Dog

It was a time to confound the proverb: a time for an old dog to learn some new tricks. I was not alone in this. We live in a time when many elderly canines—so to speak—have had to return to school to upgrade their skills and help preserve a place among the shrinking armies of the employed. My situation was rather more fortunate than most: I had been picking away, in a rather desultory fashion, at a degree in Theatre and English, while working full-time as a staff member of UCFV Theatre Department. The opportunity arose to take a year's educational leave to finish the task, and I seized it with relish.

It was an offer I couldn't refuse: funding to return to school, at

whatever institution I chose, to complete my degree. I feverishly combed the Internet, searching out information on the English and Theatre programmes available at several prominent English universities. I eventually settled on The University of Newcastle-on-Tyne in Northumberland, which is only ten miles from the small town of Tynemouth, where I was born fifty-three years ago. This was a double bounty: I could study and visit old friends at the same time. It would be just like a holiday, with some classes and extra reading thrown in. Hey, I'd be able to visit friends all over the country, with additional trips to London and Stratford-upon-Avon to sample some of the best theatre in the world. A dream come true!

Well, not quite. On looking further into the murky and often discouraging details of transferring educational credits from one country to another, coupled with the sudden unexpected surge in the value of the English pound against the meteoric descent of the Canadian dollar, my dream educational experience foundered on the rocks of financial reality. So, what to do? The most practical answer seemed to be to stay at home and finish my degree at UCFV, and that's just what I did.

So there I sat, in class, on the first day of the semester: a relatively well-off, middle-aged man, cushioned, to a great extent, from the financial perils inherent in obtaining post-secondary education in this country. I felt somewhat apprehensive and guilty: a sort of fifth columnist, amidst a field of mainly young students (average age in their mid to late twenties) who are buffeted daily by the slings and arrows of outrageous financial fortune.

Many of my fellow students were attempting to hold down full or part-time jobs, while at the same time taking on full course loads. This is a killing schedule, even for the young and energetic; and it was quite painful to witness their often desperate struggles to keep financial and educational heads above water. Was it any wonder that they sometimes seemed listless and bleary-eyed during lectures, and had little time for extra curricular activities, other than sleep and TV. Those who did not have jobs were forced to take out loans to finance their studies. Such unfortunates are fated to emerge at the end of four years or more with a degree, a crippling debt load of up to thirty thousand dollars, and a very tight job market. This sad situation has, of course, been highlighted by many surveys and articles during the past few years; but it's one thing to read about it, quite another to sit next to it, day after day, without questioning the so-called "bottom line" financial reasoning that shackles our social initiatives.

This is not to foster the overall impression that our universities and colleges are filled with lack-luster, dozing students, strung out by work overload and financial burdens. Such an element is, however, quite palpably present. The majority of young people that I daily came into contact with managed to keep up with their studies and to remain relatively cheerful, despite their stressful situation. I often found myself admiring their courage and fortitude. I'm not sure that, if I were their age today, I would be able to endure their lot without feeling somewhat bitter. I was not, however, the only mature student in my program: There was a good blend of ages, from late teens right through to one feisty senior citizen in her seventies who, in her studies,

displayed all of the energy and inquisitiveness of an elementary school student out on her first field trip. There were French-speaking students from Quebec, middle-aged women, freed to pursue their education by a now empty nest, and unemployed men in their forties and fifties, victims of rightsizing and outsourcing — two of the more evasive and cowardly euphemisms from the current corporate lexicon. One particularly interesting and inspiring combination featured two First Nations students: a woman in her forties and her son in his twenties, studying for their English degrees together.



The common theme that ran throughout this large diversity of ages and situations was the prohibitive expense of obtaining post-secondary education in Canada. During my inquiries in to the opportunities available to me at English universities, I discovered that undergraduate tuition fees there are still free, subject to prospective students obtaining the required entrance grades. Unfortunately I did not qualify for such largesse, despite my English citizenship, having lived abroad for twenty-three years. Students there must, of course, still pay for their books and supplies, and many must work to make ends meet; but the Lion's share of their

education is still paid for by the government, as it is in other European nations that still have a vestige of social conscience, such as Germany, Sweden and Norway. How civilized this approach seems, compared to the sink or swim Social Darwinism practiced by myopic North American governments. A good, well-balanced, affordable post-secondary education should be a right for our young people, not a privilege. It is, after all, an investment in all our futures. Sadly, the New Labour government in England, in a Pavlovian lurch to the right, is attempting to bring in tuition fees, based on a system of means tests. Such parsimony is not really necessary; the British economy is booming, and the country is in better financial shape than it has been for decades. But in an effort to appear in sync with the erroneous philosophy that the marketplace is God, they seem prepared to put their post-secondary students on the bloody altar of political expediency. However, even after implementing such measures they are still kinder to their future scientists, lawyers, doctors, educators, artists, and business people than our own federal government.

However, there is a glimmer of light on the horizon for our post-secondary students: Recent announcements of extra funding from the federal government, featuring a two billion dollar Millennium Scholarship that should benefit younger students, and tax-free RRSP withdrawals that may assist mature students to go back to school, should help to lift a small portion of the gloom. It does, however, create a new lost generation of students who have shouldered the main burden of years of restraint and cut-backs. Perhaps

some national form of loan forgiveness to these unfortunate ones should be considered. The Major Canadian Banks — poor, bloated, misunderstood institutions that they are — could glean some much-needed public approval by stepping forward with a timely philanthropic gesture. These students are, after all, their future customers.

If we do not provide good quality, affordable post secondary education to our young people — who are about to embark on the taxing adventure of trying to earn a living — and to the hundreds of thousands of older workers, needlessly sacrificed by corporate greed to the brave, new global economy, we face horrendous social consequences not too far down the road: hundreds of thousands of graduate bankruptcies loom on the horizon if additional financial help is not given quickly to students crippled by educational debt loads; welfare rolls and crime statistics will inevitably soar if old and young graduates are unable to find jobs.

As an early Baby Boomer who has lived through the prosperous up-cycle of the sixties and seventies, and survived the financial and economic barbarism of the eighties, I feel guilty, and not a little concerned, for the prospects of the young people about to graduate from our institutions of higher learning. I have experienced the best of times, and I'm thankful for that. I admire our new graduates and I wish them luck. I hope that they do not come to experience only the worst of times.

Coming to the end of my eight months of studies left me with a collection of mixed feelings and impressions. One particularly bizarre

and colourful highlight was the opportunity to play the role of the legendary Wife of Bath (in full Medieval drag!) during a seminar-play presentation for an upper level course on Chaucer. Who says education shouldn't be fun, as well as enlightening? Most of all, I enjoyed the opportunity to exchange ideas on concepts with young, questioning minds. I would like to think that some form of intellectual cross-fertilization took place, and that aged and youthful wisdom managed to mingle somewhere within and between the various generation gaps.

It was an experience I would not have missed for the world. Such a deep immersion into a churning environment, filled with the spirit of youthful hope and rebellion, warmed the cockles of this crusty old geezer. It also gave me new insight into the varied working situations of my colleagues and associates at UCFV: I have now experienced them from the other side of the counter and desk; I have now known them as a student, and I have been impressed! The invariably high quality of service and instruction offered in the classroom, and all the other service aspects of the institution (despite many years of funding cuts and belt tightening) made me proud to be a student *and* an employee of this institution. I can only hope that my experience will make me personally more sensitive to the many complications and frustrations faced by faculty, staff, and students alike, in their daily pursuit of knowledge, illumination and education.

-Rick Mawson

What's in a Word?

Ed.: Here, courtesy of a far-flung correspondent, are some witty anagrams that make you feel there must be a Great Over-Arching Plan.

Dormitory =
Dirty Room

Desperation =
A Rope Ends It

The Morse Code =
Here Come Dots

Slot Machines =
Cash Lost In 'Em

Animosity =
Is No Amity

Snooze Alarms =
Alas! No More Z's

Semolina =
Is No Meal

A Decimal Point =
I'm A Dot In Place!

Eleven Plus Two =
Twelve Plus One

Contradiction =
Accord Not In It

The Public Art Galleries =
Large Picture Halls, I Bet



Notes & Notices

Mark This in Your Calendars Now!!

UCFV CHRISTMAS DINNER & DANCE


Saturday, November 28, 1998

**BEST WESTERN
RAINBOW COUNTRY INN,
CHILLIWACK**

**Happy Hour at 6:00 pm
Sit-down, Plate Service Dinner at 7:30 pm
Dancing until 1:00 pm**

COST: \$20 per person

Tickets on sale: November 2nd



Pasta Helps People

You are not only a patron, you are supporting your community!

Pasta Gallery (formerly the Court House Cafe) has a new look, hours and menu—along with a spacious outdoor patio!

Located in the Old Court House on Laurel Street in Abbotsford (adjacent to and operated by Abbotsford Community Services), this operation was established two years ago to generate revenue for community-based programs that are not sustained through government funding — such as support and training for people with disabilities, and meal programs for seniors.

Fresh pasta and savoury sauces are made daily on site. A variety of training programs are provided for young adults with disabilities, youth, line cook students and volunteers.

The **Pasta Gallery** serves many purposes: Most important, to offer *you* the best quality food experience — for lunch, dinner, or that special dessert and coffee. As well, we provide:

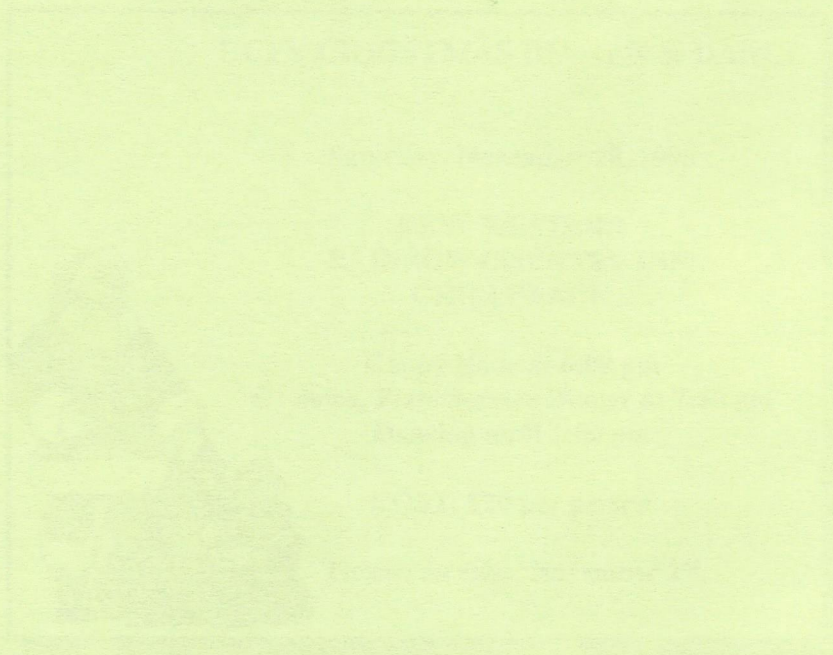
- work experience for volunteers, food service practicum students, and young adults with developmental disabilities
- certificate line cook training course
- daily preparation of up to seventy Meals on Wheels, delivered by volunteers to the elderly and convalescing
- delivery of lunches to nearby businesses
- catering to special events and business meetings

Notice the art on the walls? Local artists are invited to display their work for your enjoyment— some pieces are for sale!

For details, contact Mark Field at 556-7295

Notes & Notices

1. The first part of the paper is devoted to a discussion of the



References

1. The first reference is to a paper by [illegible] published in [illegible] 19[illegible].
2. The second reference is to a paper by [illegible] published in [illegible] 19[illegible].
3. The third reference is to a paper by [illegible] published in [illegible] 19[illegible].
4. The fourth reference is to a paper by [illegible] published in [illegible] 19[illegible].
5. The fifth reference is to a paper by [illegible] published in [illegible] 19[illegible].
6. The sixth reference is to a paper by [illegible] published in [illegible] 19[illegible].
7. The seventh reference is to a paper by [illegible] published in [illegible] 19[illegible].
8. The eighth reference is to a paper by [illegible] published in [illegible] 19[illegible].
9. The ninth reference is to a paper by [illegible] published in [illegible] 19[illegible].
10. The tenth reference is to a paper by [illegible] published in [illegible] 19[illegible].

The author wishes to thank [illegible] for their helpful comments and suggestions.